

Old-Age, Disability, Death

First law: 1951 (provident fund).
Current law: 1977.
Type of program: Provident fund system (lump-sum benefits only).
Exchange rate: U.S.\$1.00 equals Rp 2,177.

Coverage

Establishments with 10 or more employees or a payroll of Rp1 million or more a month. Coverage being extended gradually to smaller establishments and to casual and seasonal workers.
Special systems for civilian public employees and military personnel.

Source of Funds

Insured person: 2% of earnings.
Employer: 3.7% of payroll (plus 0.3% of payroll for death benefit).
Government: None.

Qualifying Conditions

Old-age benefit: Age 55.
Disability benefit: Total incapacity for work and under age 55.
Survivor benefit: Deceased was insured and under age 55 at the time of death.

Old-Age Benefits

Old-age benefit: Lump sum equal to total employee and employer contributions paid in, plus accrued interest.

Permanent Disability Benefits

Disability benefit: Lump sum equal to total employee and employer contributions paid in, plus accrued interest.

Survivor Benefits

Survivor benefit: Lump sum equal to total employee and employer contributions paid in, plus accrued interest.
Death benefit: Lump sum of Rp 1,200,000, plus amount accumulated in provident fund. Payable if death before age 55.

Administrative Organization

Minister of Manpower, general supervision.
Public Corporation for Employees Social Security (PT ASTEK), administration and operation of program.

Sickness and Maternity

First law: 1957.
Current law: 1992.
Type of Program: Social insurance system (medical benefits).

Coverage

Coverage being extended gradually to different industries and districts.
Employers with more comprehensive benefits exempted from coverage.

Source of Funds

Insured person: None.
Employer: 6% of payroll for married employees, 3% of payroll for single employees.
Government: None.

Qualifying Conditions

Medical benefits: Current coverage.

Workers' Medical Benefits

Medical benefits: Medical examination and treatment, hospitalization, medicines, and maternity care, dental care, eye care, family planning services and immunization.
Duration: 2 months of hospitalization (may be extended in special cases).

Dependents' Medical Benefits

Medical benefits for dependents: Same as for insured worker.

Administrative Organization

Minister of Manpower, general supervision.
Public Corporation for Employees' Social Insurance (PT ASTEK), administration and operation of program.

Work Injury

First law: 1939.
Current law: 1992.
Social Insurance Program

Coverage

Establishments with 10 or more employees or a payroll of Rp 1 million or more a month. Coverage being extended gradually to smaller establishments and seasonal workers. Voluntary coverage available.
Special system for public employees.

Source of Funds

Individual employer liability program:
Insured person: None.
Employer: Whole cost, 0.24% - 1.74% of payroll.
Government: None
Maximum earnings for benefit purposes: Rp 1,000 a day.
Social insurance program:
Insured person: None.
Employer: 0.24% to 1.74% of payroll, according to risk in industry.
Government: None.

Qualifying Conditions

Work-injury benefits: Partial or total disablement before age 55.
No minimum qualifying period.

Temporary Disability Benefits

Temporary disability benefit: 100% of earnings for first 4 months, 75% of earnings for second 4 months, and 50% of earnings thereafter.

Permanent Disability Benefits

Permanent disability benefit: Varies according to degree of disability. Minimum monthly benefit equal to the regional minimum wage. Maximum is 70% of previous monthly earnings times 60.

Workers' Medical Benefits

Medical benefits: Individual employer liability program: Medical treatment, hospital care, medicines, and necessary transportation.

Social insurance program: Medical treatment, hospital care, medicines, and Rp 100,000 to Rp 250,000 for transportation. Cost of medical care covered to Rp 3 million.

Survivor Benefits

Survivor pension: Individual employer liability program: 30% of earnings of insured. Payable to widow or to disabled widower.

Orphans: 15% of earnings of insured for each orphan under age 16, or 20% if full orphan. Other eligible survivors: Parent, grandparent, orphaned grandchild, father-in-law, mother-in-law. Maximum survivor pensions: 60% of 48 months of earnings (pensions may be converted to lump sums).

Death benefit: Lump-sum payment up to 60% of 60 months of earnings at the death of the insured.

Funeral grant: Rp 200,000.

Administrative Organization

Individual employer liability program: Minister of Manpower, general supervision.

Individual employers must pay compensation directly to own employees and arrange for medical care.

Social insurance program: Public Corporation for Employees Social Insurance (PT ASTEK), administration and operation of program.

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